

COMPENTENCIES MATRIX

Certified Public Manager® Program	Personal and Org. Integrity	Managing Work	Leading People	Developing Self	Systemic Integration	Public Service Focus	Change Leadership
Level I							
Effective Business Writing		X	X				
Effective Presentations			X	X			
Emotional Intelligence	X	X	X	X			
Managing Your Workforce		X	X				
MBTI & Management		X	X	X			
Meeting Management & Facilitation		X	X				X
What Great Managers Do	X	X	X	X			X
Level II							
Administrative Law & Rule Making					X	X	X
Leadership Foundations	X	X	X	X			X
Legislative Protocol				X		X	X
Negotiation & Mediation		X	X				
Political Savvy	X	X	X			X	X
Politics in Idaho			X			X	
Policy Analysis					X	X	
Policy Administration					X	X	X
Problem Solving		X	X		X		
Project Management		X	X		X		X
State Budget Process		X			X	X	
Level III							
Awareness to Action	X	X	X	X			
Crucial Confrontations		X	X	X			
4 Frames of Organizations		X			X		X
The Learning Organization	X	X	X	X			
Report Writing		X					
Systems Thinking		X			X	X	X
Level IV							
Applied Ethics	X	X	X			X	
Appreciative Inquiry		X	X		X		X
Critical Thinking		X	X				
Organizational Transformation	X	X	X		X	X	X
Strategic Planning & Perf Measures		X	X		X	X	X
Strategic Thinking		X	X		X		X
Level V							
Capstone Project	X	X	X	X	X	X	X